

RESPONSIBLE GAMING CONTINUED

CORPORATE SOCIAL RESPONSIBILITY ("CSR") COMMITTEE REPORT

In June 2018 the Board appointed the CSR Committee. In recognition of the increased scale and complexity of the Group, with licenses in more than 20 jurisdictions and the number of employees increasing from 3,000 to more than 25,000 the Board considered it appropriate to delegate oversight of matters relating to regulatory compliance, AML, responsible gaming, health and safety, environmental impact, data protection and diversity in the workplace to this new committee. The terms of reference for the CSR Committee are available on GVC's corporate website at:



<https://gvc-plc.com/wp-content/uploads/2018/06/CSR-Committee-Terms-of-Reference.pdf>

Membership and attendance

The following Directors are members of the CSR Committee and they each attended the following number of meetings in 2018:

Member	Number of meetings entitled to attend	Number of meetings attended
Virginia McDowell (Chair)	4	4
Jane Anscombe	4	4
Kenneth Alexander	4	4
Lee Feldman	4	4
Stephen Morana	4	4

Peter Isola succeeded Lee Feldman as a member of the CSR Committee on 27 February 2019.

The terms of reference require a majority of the committee members to be independent directors.

The Company Secretary attends all CSR Committee meetings to record the minutes and provide advice to the Directors. The Head of CSR and Directors of Responsible Gaming, AML, International and UK Compliance along with the Group HR Director are normally invited to attend each meeting and the Chief Privacy Officer and Group Health, Safety, Security and Environment ("HSSE") Director may be invited to attend from time to time to participate in discussions about data protection and HSSE matters respectively.

Business during the year

As can be seen from the CSR report (pages 42 to 52) 2018 was an exceptionally busy year for the Group. Despite only being established in June, the committee still met four times last year.

Following the acquisition of the Ladbrokes Coral business, the Group became the largest licensed operator in the UK market and is licensed in more than 20 jurisdictions. As a result the Committee has spent a considerable amount of time reviewing the compliance governance arrangements of the combined Group and the changes made to the Compliance, AML and Responsible Gaming teams. At each meeting the Committee members receive AML, compliance and regulatory assurance reports from the executive responsible for managing these areas to discuss integration plans and issues with the Directors.

2018 was a huge year for data privacy and protection with the introduction in May of the General Data Protection Regulation in the European Union. We recruited a new Chief Privacy Officer and have built up a privacy legal team to support the Group's effective management of the information we hold. The Chief Privacy Officer is invited to attend committee meetings to update the Directors on developments in this critical area.

With the number of Group employees climbing from 3,000 to more than 25,000 in 2018 with the combination with Ladbrokes Coral, there has been a greater focus on our strategy for fostering greater diversity and inclusion practices into the business. The Group HR Director supported by the CEO has been managing this project and been attending our committee meetings to discuss the strategy and implementation to ensure the Group remains focused on this matter.

Given the huge increase in employees and a much larger footprint, particularly in the UK following the acquisition of the Ladbrokes and Coral retail businesses, the Committee has been engaging with the Group HSSE Director to understand the health and safety, security and environmental risks attaching to our complex business and the plans to effectively mitigate these risks. The Group HSSE Director provides update reports to the committee and attends meetings to discuss these areas with the Directors.

Going into 2019, we are at an exciting time for this young committee as we roll-out and develop our responsible gaming strategy, "Changing for the Better" and seek to be the world's most trusted betting and gaming operator.

Virginia McDowell
CSR Committee Chair
5 March 2019